23rd Brigade Sexual Harassment

Mitigation Program

Current Training Policies/Programs (AIT)

1. Rape Prevention/Date Rape/Sexual Harassment Training in L (Reception) Co
2. Bde/Bn/Co/Drill Sergeant Initial Inbriefs and Follow-on Briefs
3. Mid-Cycle Reinforcement Training
4. Unscheduled EO Visits in Companies
5. EO Climate Surveys
6. Buddy System
7. Leader Presence During and After Duty H

Current Training Policies/Programs

1. AR 350-1 Requires Annual Equal Opportun
   & Sexual Harassment Training
   - Quarterly Training as Mandated in 23D
     Brigade Quarterly Training Guidance
2. Post and Unit In-briefs
3. Cadre Training Course/Instructor Develop
   Model/Drill Sergeant Lifecycle Program
4. EO Climate Surveys
5. Additional Briefings by Cdrs on EO
6. Monthly CO2 Training

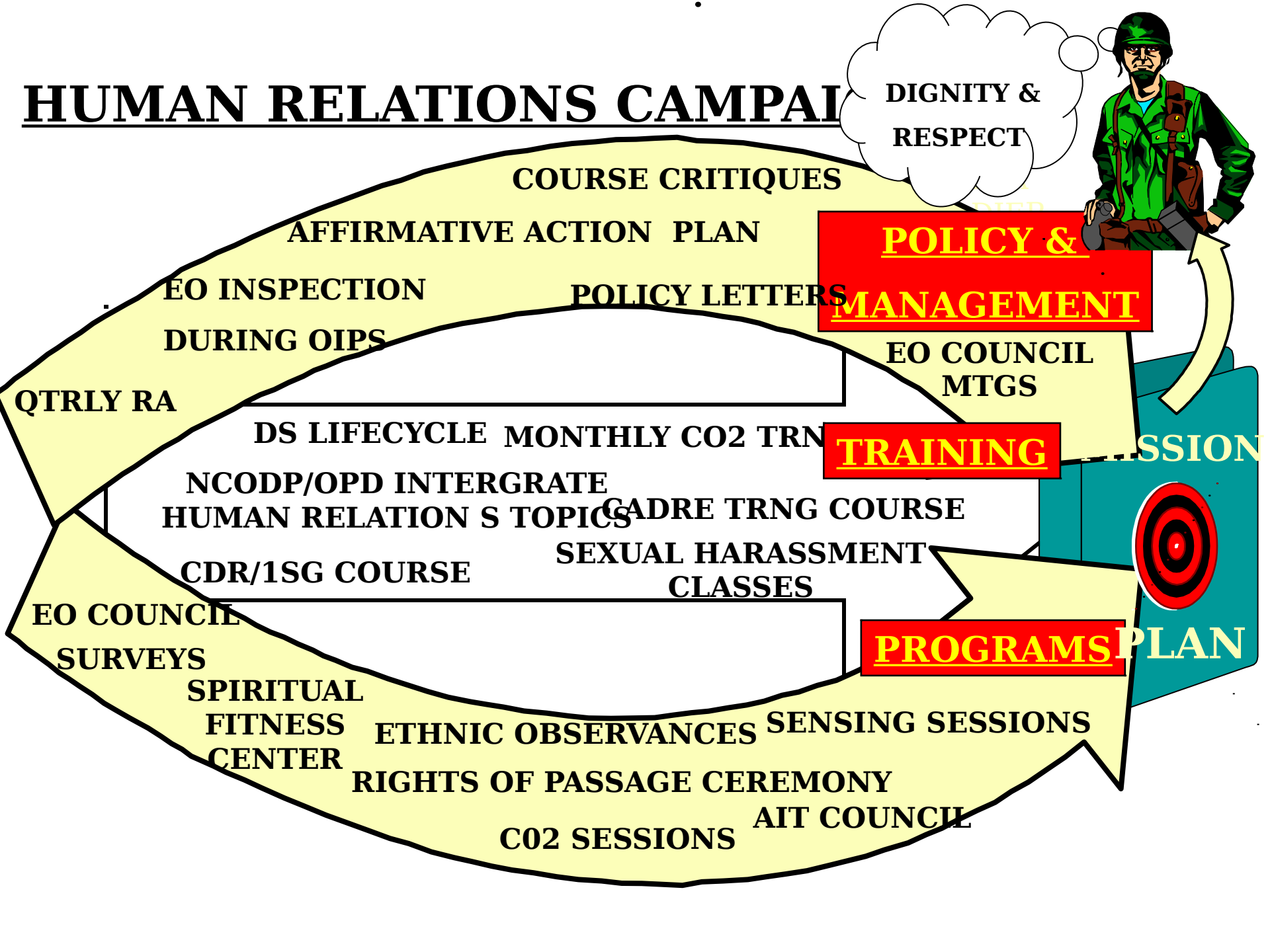
Other Programs (In-Place)

1. Drill Sergeant Counseling Program
2. Drill Sergeant Enhancement Program
3. Brigade AIT Council
4. Spiritual Fitness Center
5. Brigade Equal Opportunity Council
6. Command Inspection Program

Systems To Ensure Compliance

1. Quarterly Training Guidance/Briefings
2. Feedback from unit chaplains
3. Cadre Training Course
4. Instructor Development Model
5. Drill Sergeant Counseling Program
6. Drill Sergeant Lifecycle Program
7. Feedback from AIT Council
8. Command Inspection Program
9. Climate Surveys by EO
10. Sensings by IG
11. Feedback from EO Council
12. Post and Unit Welcome and In-brief Orientations
13. Sensing by Leadership

HUMAN RELATIONS CAMPAI



Quartermaster Center and School Army Values Training Program:

- Focus on Positive Leader Climate
- Proactive, not reactive - - treat the disease, not the
- Leaders receive constant feedback and reinforceme so that their “values azimuth” remains true

Based on Army Values
Problem Solving & Ethical Decision Making
Junior Leader Team Building
Counseling
Prevention of Sexual Harassment & Sexism
Family Advocacy Program
Chaplain
Ethical Climate Assessment Survey

TRACK RECORD
FY 98

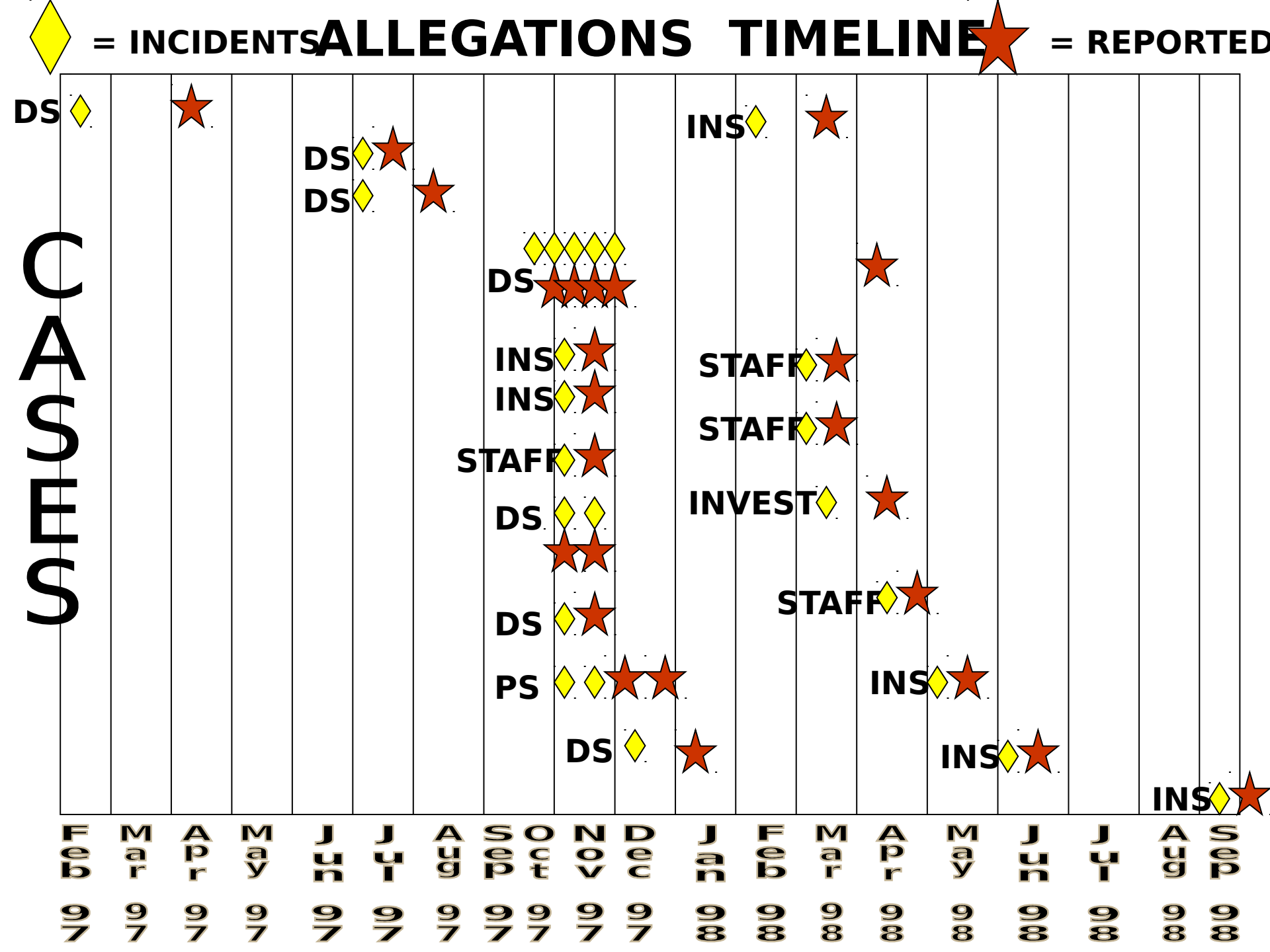
CHART 1 (Timeline of Allegations

CHART 2 (Risk Management Matr

Risk Management Matrix

Allegations	Tng Phase			Location						Demographics				
	Rec Co.	AIT	Holdover	Office	Dayroom	On Post	Classroom	Co. Area	Veh/ Off Post	Married	Single	CQ/Duty	Day	Night
Drill Sergeant	X								X	X				X
Drill Sergeant		X							X	X				X
Drill Sergeant	X		X							X			X	
Drill Sergeant	X		X							X		X		X
Drill Sergeant	X		X							X				X
Instructor	X		X							X		X		X
Instructor	X		X							X		X		X
Staff		X							X	X				X
Drill Sergeant	X								X	X				X
Drill Sergeant	X													
Platoon Sergeant		X						X		X			X	
Instructor	X								X	X				X
Drill Sergeant	X		X							X				X
Staff	X				X					X			X	
Staff	X				X					X			X	
Investigator	X		X							X				
Staff	X		X							X		X		
Instructor	X						X			X		X	X	
Instructor	X						X			X		X	X	
Instructor (P)	X							X		X		X		X

IR = Black
IRU = Red
P = Pending


= INCIDENTS
ALLEGATIONS TIMELINE
= REPORTED
CASES
DS
DS
DS
DS
INS
INS
STAFF
INS
STAFF
STAFF
DS
INVEST
DS
STAFF
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TRAINEE ABUSE

- ✔ **Three Major Preventive Measures**
  - **Command Presence**
  - **Constant Vigilance**
    - > **Surveys**
    - > **Sensing Sessions**
  - **Continue Intervention Training**
- ✔ **New Reporting Requirements**
- ✔ **Review TRADOC IG Report on Trainee Abuse**
- ✔ **Conduct of AAR's**

TRAINEE ABUSE
(OTHER DISCUSSION POINTS)

- ✔ **Signals of DS Erosion of Values**

- ✔ **System to Deny Opportunities**
  - **Pagers ?**
  - **Closure of Non-essential areas after 2100 hrs**
  - **DS Duty hours - sign in/out**
  - **Suggestion Boxes**

- ✔ **Adaptability of Officers to AIT Environment**
  - **Experience Level**
  - **Communications Skills**
  - **Intimidation ?**

- ✔ **Screening of DS**

- ✔ **Continuation of Training for all permanent party (NCOPD/OPD)**

CG TRADOC GUIDANCE

- ✔ **SR Leaders Must be involved in IET Training**
- ✔ **Train new CDR's, 1SG's & CSM's**
- ✔ **"Playbook" on IET Training**
  - **Signs of Erosion for DS**
  - **Signs of Erosion for Instructors**
  - **Crisis Action Team ("Tool Box")**
- ✔ **Experts in Gender Integration Training**
- ✔ **Mentorship**

CROSS WALK

ISSUES FROM TCC

Command Presence
Reporting
Constant Vigilance
Intervention Training
AAR's
Gender Integration Tng
Train New CDR's, 1SG's & CSM's
Mentorship

CAMPAIGN PLAN

Command Philosophy
Progressive Soldierization
HR Campaign Plan
DS/Instructor LC Model
NCOPD / OPD
Policy
GI Campaign Plan
1SG and CO. CDR Course
Training Guidance
Counseling

NEW

Playbook / Crisis Action Team